

McKinney Independent School District

Malvern Elementary

2023-2024 Improvement Plan



Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

We invest in our future by providing a safe environment to engage, educate and empower every student, every day.

Vision

EVERY STUDENT, EVERY DAY!

Core Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment
- Learning is an active process involving students and parents to ensure that every student has an excellent education
- Every student needs an avenue to be engaged with their campus activities
- In recruiting and retaining the best staff for our students
- Staff is our greatest resource
- All staff should focus on student outcomes
- In creating an environment that fosters authentic partnerships with the whole community
- In providing open and honest two-way communication that builds trust toward creating a thriving learning environment
- Financial stewardship ensures a tomorrow for education

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Comprehensive Needs Assessment

Demographics

Demographics Summary

During the 2021-2022 school year, Malvern served 425 students with the following approximate ethnic makeup: Hispanic 56%, White 12%, Black/African American 25%, and 7% of other ethnicities. Seventy-one percent of students are economically disadvantaged. Eighteen percent of Malvern students receive special education services, including students served in the FAC centralized program. Two percent of students are identified as gifted and talented. Students identified as having Limited English Proficiency make up 36% of the total student population.

Demographics Strengths

Malvern is one school with many cultures! Classrooms are culturally relevant learning environments, and the campus works to ensure equity in education.

Student Learning

Student Learning Summary

For the 2021-2022 school year, Malvern received an Accountability Rating of “B” with an overall score of 81. Domain 1 - Student Achievement was not rated with a scale score of 64. Domain II - School Progress had a scale score of 83. Domain III - Closing the Gaps had a scale score of 75. Malvern met targets in 10 of 12 criteria in the area of “Academic Growth Status” and 8 of 16 criteria in the area of “Academic Achievement.” The target was met in EL Language Proficiency. Three of 11 targets were met in “Student Success” measurements.

Student Learning Strengths

The Malvern 2022 Accountability Report Card gives evidence of the campus strength of student growth. With a scale score of 83 in Domain II - School Progress and Part B - Academic Growth, Malvern demonstrates this strength. Ten of twelve targets were met in the area of "Academic Growth Status" on the Report Card.

School Processes & Programs

School Processes & Programs Summary

Malvern Elementary is a K-5th grade, Title 1, campus. The campus houses a one-way, dual-language program and self-contained Functional Academics Classrooms. Teamwork is essential at Malvern! Nine teams - one team per grade level, one special education team, one specials team, one Office/A-Team - function in harmony to deliver quality educational experiences for students. A Leadership Team, comprised of administrators and a representative from each team, meets semi-weekly for professional development and updates. The PBIS Team meets quarterly to evaluate effectiveness through data review and make adjustments, if needed. The MTSS committee is a problem-solving entity that provides interventions and support for struggling students. A social committee works to promote camaraderie among the staff by planning fun activities beyond the school day. A diversity committee works to promote diversity, equity, and inclusion, celebrating one wonderful school with many cultures.

Perceptions

Perceptions Summary

A safety audit conducted in the 2021-2022 school year showed that parents have an overall positive perception of safety and security at Malvern.

Staff retention was high in the 2021-2022 school year, with only five professional teaching positions to fill.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- T-TESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation





Goals

Goal 1: Malvern Elementary will ensure the schools are safe and secure.

Performance Objective 1: Malvern will increase attention on safety and security in order to promote an environment in which students, parents, and staff feel safe.

High Priority





Evaluation Data Sources: Campus Emergency Operations Plan, Record of drills, communication

Strategy 1 Details	Reviews		
Strategy 1: Malvern staff and students will routinely practice safety drills. Strategy's Expected Result/Impact: Knowledge of appropriate response to emergency situations. Staff Responsible for Monitoring: Campus Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Malvern staff will continuously monitor the physical environment of the campus to ensure safety protocols are firmly in place. Strategy's Expected Result/Impact: Door audits reflect 100% secure rate. Safety audits will reflect compliance. Staff Responsible for Monitoring: Campus Administrators, Staff	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: The campus emergency operations plan (EOP) will detail staff roles, responsibilities, and response in the event of emergency. Strategy's Expected Result/Impact: Every staff member will receive physical and digital copies of the EOP. Response team will have training on their roles. Members of the Medical Emergency Response Team (MERT) will have quarterly drills to maintain skills. Staff Responsible for Monitoring: Campus Administration, School Nurse, MERT Members	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Malvern Elementary will ensure the schools are safe and secure.

Performance Objective 2: Malvern Elementary will provide tiered prosocial supports and character education.

Strategy 1 Details	Reviews		
<p>Strategy 1: Malvern Elementary will fully implement The Leader in Me. Strategy's Expected Result/Impact: Staff transcripts, physical environment reflects 7 Habits of Happy Kids, Leadership Notebooks, individual and classroom Mission Statements, Goal-Setting, Staff Lighthouse Team, Student Lighthouse Team, Family Lighthouse Team Staff Responsible for Monitoring: Campus Administrators, Staff Lighthouse Team Members, Counselor</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Positive Behavior Interventions and Supports (PBIS) will be utilized at Malvern in order to increase student academic performance, decrease problem behavior (including behaviors that warrant office referrals and/or ISS, OSS, DAEP placement), increase school safety, and establish a positive school climate. Strategy's Expected Result/Impact: Decline in office referrals and incident reports Staff Responsible for Monitoring: Campus Administrators, PBIS Team Members</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: An annual comprehensive school counseling program will be implemented and communicated with parents. Strategy's Expected Result/Impact: Malvern will be an environment that is safe and comfortable for students. Families will be included in the plan. Staff Responsible for Monitoring: Campus Administrators, School Counselor</p>	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<p>Strategy 4: Malvern will foster community partnerships with organizations to ensure student needs are met and to support campus initiatives. Strategy's Expected Result/Impact: Malvern will be an environment that supports students physical, emotional, and academic needs. Staff Responsible for Monitoring: Campus Administrators, School Counselor, Communities in Schools</p>	Formative		Summative
	Nov	Feb	June

Strategy 5 Details	Reviews		
<p>Strategy 5: The Malvern student health advisory committee will design and monitor activities that support health and well-being of staff, students, and families.</p> <p>Strategy's Expected Result/Impact: Campus plans will align with McKinney ISD coordinated health plans.</p> <p>Staff Responsible for Monitoring: Nurse, Campus Administrators, Committee Members</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: Malvern Elementary will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 1: Malvern will implement data systems and monitoring practices to ensure student growth and continuous improvement in district performance.


High Priority


Strategy 1 Details	Reviews		
<p>Strategy 1: Malvern staff will participate in data review and professional learning opportunities focused on 2023 TEA accountability measures.</p> <p>Strategy's Expected Result/Impact: Administration will participate in Region X data analysis opportunities. Instructional staff members will participate in ongoing cycles of data review and action planning. Lagging indicators of HRS I & II will guide the analysis.</p> <p>Staff Responsible for Monitoring: Campus Administrators</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Malvern will implement the district PLC model to allow teachers to collaborate on the goals and outcomes of common assessments.</p> <p>Strategy's Expected Result/Impact: PLC Agendas will provide artifacts to HRS I. By the end of the 2023-2024 school year, all students will achieve projected growth measures.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Instructional Support Team, Team Leaders</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Malvern will continue to implement a multi-tiered student support (MTSS) model that focuses on effective Tier 1 instruction in every classroom and provides intervention to allow students to develop skills along a continuum of learning and ultimately results in mastery of grade-level standards</p> <p>Strategy's Expected Result/Impact: End-of-Year Data will provide evidence of student growth and achievement.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Instructional Team, Teachers</p>	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<p>Strategy 4: Malvern will utilize a process for assessment that includes the use of common formative assessments and exemplars to measure mastery of essential standards.</p> <p>Strategy's Expected Result/Impact: The use of exemplars will provide a clear picture of mastery to determine each student's</p>	Formative		Summative
	Nov	Feb	June

progress and area for growth. Collaboration about student progress will allow for reteach of standards for mastery.

Staff Responsible for Monitoring: Campus Administrators, Instructional Coaches, Teachers

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 2: Malvern Elementary will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.





Performance Objective 2: Malvern will implement MISD's guaranteed and viable curriculum to provide high quality learning experiences and improve student learning outcomes.

Evaluation Data Sources: Assessment data will give evidence of growth and proficiency.

Strategy 1 Details	Reviews		
<p>Strategy 1: Malvern will implement the MISD 2023-2024 plan for academic and cognitive vocabulary instruction as outlined in curriculum resources.</p> <p>Strategy's Expected Result/Impact: Possession of content and academic vocabulary will give students the opportunities for success, which will be evident in assessment data.</p> <p>Staff Responsible for Monitoring: Instructional Coaches, Teachers</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Malvern will adhere to the MISD Model of Instruction.</p> <p>Strategy's Expected Result/Impact: Utilizing known best-practices will result in effective teaching and learning.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Teachers</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Malvern Elementary will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.





Performance Objective 3: Malvern will implement a systematic approach to professional learning that provides support to all staff members and provides real-time, relevant learning to improve teaching and student learning outcomes.

Strategy 1 Details	Reviews		
Strategy 1: Malvern will utilize an Instructional Coaching model to provide on-the-job, timely, and targeted professional development. Strategy's Expected Result/Impact: Professional growth goals will be met resulting in improved teaching and learning. Staff Responsible for Monitoring: Campus Administrators, Instructional Coaches, Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: A data-driven annual plan will align professional development with student needs, teacher strengths, and district/campus instructional objectives. Strategy's Expected Result/Impact: Purposeful use of time to enhance student achievement. Staff Responsible for Monitoring: Campus Administrators	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Malvern Elementary will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 4: Provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.

Evaluation Data Sources: Assessment will provide evidence of student growth and proficiency.

Strategy 1 Details	Reviews		
<p>Strategy 1: Malvern Elementary will implement a master schedule that allows for direct, targeted intervention or extension as determined by student data.</p> <p>Strategy's Expected Result/Impact: WIN (What I Need) Time will allow for explicit instruction to promote student growth and increase achievement.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Teachers</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Malvern Elementary will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.





Performance Objective 5: The percentage of Malvern 3rd, 4th, and 5th grade emergent bilingual students scoring Advanced/Advanced High on TELPAS will move from 48% to at least 60%.

Evaluation Data Sources: TELPAS

Goal 3: Malvern Elementary will continue to recruit, recognize, develop, and retain high-quality, effective staff.

Performance Objective 1: Malvern will maintain rigorous hiring practices and will support new staff members through a variety of support systems.





Evaluation Data Sources: Retention rates will continue to increase.

Strategy 1 Details	Reviews		
<p>Strategy 1: Hiring Committee will select high-quality team members. Strategy's Expected Result/Impact: Strength in staff will provide high-quality instruction and a safe, collaborative environment. Staff Responsible for Monitoring: Campus Administrators, Hiring Committee Members</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: The Malvern program for new teachers and mentors will provide an intense structure of support. Strategy's Expected Result/Impact: Mentor/Mentee relationships will strengthen ties to the campus and community. Monthly meetings will provide just-in-time training to meet needs of new staff members and equip them for success. Staff Responsible for Monitoring: Campus Administrators, Mentor Coordinator, Mentor Teachers</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Malvern Elementary will continue to recruit, recognize, develop, and retain high-quality, effective staff.

Performance Objective 2: Malvern will implement a robust staff retention plan.





Evaluation Data Sources: Staff attrition will continue to decrease.

Strategy 1 Details	Reviews		
<p>Strategy 1: Malvern will celebrate success and recognize the efforts of all staff members.</p> <p>Strategy's Expected Result/Impact: Malvern will be a supportive family of educators who celebrate the contributions of all members. A Sunshine Committee will host celebrations and provide comfort for those in need. Monthly staff recognitions will highlight individuals and teams. Accomplishments will be celebrated.</p> <p>Staff Responsible for Monitoring: Campus Administration, Sunshine Committee members</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Professional development will be provided to equip all staff members to successfully serve in their roles.</p> <p>Strategy's Expected Result/Impact: Staff will maintain expected continuing professional education (CPE) hours. Professional develop will align with state mandates, district goals, and campus initiatives.</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Job-embedded professional development will be available to all professional staff members through an instructional coaching model that is targeted to each individual's goals.</p> <p>Strategy's Expected Result/Impact: Teachers will benefit from the instructional coaching model that identifies specific, self-selected areas for growth. Through conversation, modeling, and feedback, skills will sharpen for positive classroom impact.</p> <p>Staff Responsible for Monitoring: Campus Administration, Instructional Coaches, Teachers</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: Malvern Elementary will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.

Performance Objective 1: The campus diversity committee will plan events to ensure that the school community exhibits appreciation of all cultures and abilities and celebrates diversity.

Evaluation Data Sources: Monthly agendas will give evidence of the work. The school community will exhibit appreciation of all cultures and a celebration of diversity.

Strategy 1 Details	Reviews		
Strategy 1: The campus diversity committee will plan events (in alignment with. national recognition timelines) to celebrate contributions of specific groups.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: An annual Multi-Cultural Fair will recognize and celebrate cultures of the world. The event will support the Malvern theme - "One School; Many Cultures."	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Monthly campus events will inform parents of happenings at school and will equip them with resources to support learning at home. Strategy's Expected Result/Impact: Resource Fair will provide community resources. Curriculum Nights will give parents a glimpse into instruction and standards, and parents will be given resources to use at home to support learning. Events will focus on all content areas and social-emotional well-being. Staff Responsible for Monitoring: All Staff	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Malvern Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Malvern will utilize a variety of communication tools to keep parents informed of happenings.

Evaluation Data Sources: School-wide communication avenues include a weekly phone call/email (Sunday Message), marquee, weekly take-home folders, campus website, and social-media sites. Teachers communicate with parents through email, SeeSaw, and phone calls.

Goal 6: Malvern Elementary will continue to be fiscally responsible and efficient with district resources.

Performance Objective 1: Malvern Elementary will utilize funding sources appropriately to provide high-quality instruction and experiences for students.

Evaluation Data Sources: District-provided resources, campus accounts, Title 1 Funds, and community resources will be utilized to support all functions of teaching and learning.